



Advertisement No. 01/RIMV/10112023/22326/2023

Engagement of Specialists on Contractual Basis (Full Time) -2023

November 10, 2023

Small Industries Development Bank of India (SIDBI) set up on 2nd April 1990 under an Act of Indian Parliament, acts as the Principal Financial Institution for Promotion, Financing and Development of the Micro, Small and Medium Enterprise (MSME) sector as well as for co-ordination of functions of institutions engaged in similar activities.

SIDBI's **Mission** is to 'To facilitate and strengthen credit flow to MSMEs and address both financial and developmental gaps in the MSME eco-system'. SIDBI is working with the **Vision** 'To emerge as a single window for meeting the financial and developmental needs of the MSME sector to make it strong, vibrant and globally competitive, to position SIDBI Brand as the preferred customer friendly institution and for enhancement of shareholders wealth and highest corporate values through modern technology platform'.

In order to achieve the same, SIDBI proactively partners with Banks, SFBs, NBFCs, MFIs, and New Age FinTech's for Indirect lending, focusing on multiplier effect/larger reach in financing the MSME sector. Besides, SIDBI is promoting entrepreneurship and assisting nascent enterprises for the comprehensive development of the MSME sector through credit-plus initiatives, acting as a facilitator in capacities such as Nodal Agency for the Government's MSME-oriented Schemes.

SIDBI firmly believes that its Human Resources are its most valuable assets. SIDBI is an equal opportunity employer and provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex etc. The Bank is looking for dynamic and ambitious youngsters to be part of the SIDBI growth story and invites applications for the following post on Contractual basis:

S.No.	Name of the Post	Post Code	No. of vacancies		PwBD* (OC)
			Unreserved	Total Vacancy	
1	Senior Business Analyst	01	1	1	1
2	Junior Business Analyst	02	1	1	

* PwBD – Persons with Benchmark Disabilities as defined in the "The Rights of Persons with Disabilities Act, 2016"
(i) OC - Orthopedically challenged. The vacancy for OC is horizontal and included in the vacancies of parent category;

01 – Senior Business Analyst

A	Post Code / Name of the Post	01 - Senior Business Analyst – Sr. BA
B	Type of the Post	Contractual on full time basis.
C	No. of Posts	ONE (1 no.)
D	Place of Posting	Mumbai
E.	Period of Contract	The term of the contract would initially be for a period of three years , extendable, at sole discretion of the Bank, for a further period of up to two years . The contract can be terminated at one months' notice on either side or salary and allowances (if any) in lieu thereof.
F	Scope of work	The Senior Business Analyst shall be broadly responsible for the

		<p>following:</p> <p>a) Implementation of New Systems in Risk Management -</p> <ul style="list-style-type: none"> ✓ Identify the system requirements to support various risk functions of the Bank viz. Credit Risk Management through Rating models / platform, Exposure framework, Rating model validations / Early Warning Systems (EWS) etc. ✓ Prepare Detailed and clear Business Requirements Document, with workflows, use cases, process diagrams and visual representations, as applicable. ✓ Prepare High level System Requirement and Design Documents / Functional Requirement Document (FRD). ✓ Liaise with vendors, IT function and all other stakeholders / business functions to define Solution implementation roadmap and tracking on daily basis. Regular Stakeholder communication and Status reporting. ✓ Guide/Help the IT Development and Quality Assurance (QA) Team for clarification of business requirement queries in time bound manner. ✓ Work with QA and Development Team to prepare /review Requirement Traceability Matrix (RTM) and ensure timely completion of User Acceptance Test (UAT). ✓ Participate actively in Review Meetings with Business Operations, Risk and IT Stakeholders and act as a bridge between Business and IT Teams. ✓ Prepare the Standard Operating Procedure for end-users for different Risk systems in place. <p>b) Maintaining Existing system in Risk Management -</p> <ul style="list-style-type: none"> ✓ To review and identify gaps in various existing Risk management systems and recommend necessary changes for efficient risk management. ✓ Coordinating / liaise with vendors for modification / updation of systems. ✓ Carrying out User Acceptance Test (UAT) and other related functions to validate changes in the systems and coordinating with IT team for deploying the systems in live environment. ✓ Attending user level queries / issues pertaining to rating model usage / EWS alerts and providing resolution for the same. ✓ Carrying out backtesting of rating models and EWS alert system for effectiveness and periodic reporting to the Risk Committees. ✓ Conducting Rating Model validation, EWS alert validations etc. <p>c) MIS preparation / Reporting System-</p> <ul style="list-style-type: none"> ✓ Maintaining MIS of Rating migration, EWS alerts (criticality-wise) for reporting purposes. ✓ Preparation of Data analysis on various rating models, EWS systems for alert logics etc. ✓ Regular updation / maintenance of Rating model inventory and EWS alert logic library. <p>Any other related assignment / work concerning SIDBI from time to time.</p>
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G Eligibility Criteria : - As on November 01, 2023		
i	Age limit	The candidate should not be more than 35 years old.
ii	Educational Qualification	<p>1. Engineering Graduate/ Post-Graduate in related field such as Computer Science, IT, Electronics and Communications etc. OR MBA / PGDM OR MSc(Maths / Statistics / IT) OR MCA OR equivalent qualification from recognized University.</p> <p>2. Candidate must have hands-on experience in data analytics tools like Excel, Python, R, SQL, Power BI etc.</p> <p>3. Following additional qualifications shall be preferred.</p> <p>(a) MBA/PGDM in Finance / IT specialization from Indian/foreign recognized university;</p> <p>(b) Professional Certification such as FRM, PRM, CFA.</p> <p>(c) Knowledge of advanced statistical and quantitative modelling skills (linear regression, logistic regression, and other data mining /predictive modelling skills) etc.</p>
iii	Experience	<p>(As on November 01, 2023)</p> <p>1. Prior experience of minimum 5 years working in the BFSI domain as business analyst.</p> <p>2. Experience in Risk Management specifically in Credit Risk and rating/ monitoring mechanisms in large banks / NBFCs / reputed tier 1 consulting organizations would be preferred.</p> <p>Note: Applications without relevant experience certificate would not be considered and Bank is not liable to communicate in this regard.</p>

02 – Junior Business Analyst

A	Post Code / Name of the Post	02 - Junior Business Analyst – Jr. BA
B	Type of the Post	Contractual on full time basis.
C	No. of Posts	ONE (1 no.)
D	Place of Posting	Mumbai
E.	Period of Contract	The term of the contract would initially be for a period of three years, extendable, at sole discretion of the Bank, for a further period of up to two years. The contract can be terminated at one months' notice on either side or salary and allowances (if any) in lieu thereof.
F	Scope of work	<p>The Junior Business Analyst shall be broadly responsible for the following:</p> <p>a) Implementation of New Systems in Risk Management -</p> <ul style="list-style-type: none"> ✓ Identify the system requirements to support various risk functions of the Bank viz. Credit Risk Management through Rating models / platform, Exposure framework, Rating model validations / Early Warning Systems (EWS) etc. ✓ Prepare Detailed and clear Business Requirements Document, with workflows, use cases, process diagrams and visual representations, as applicable. ✓ Prepare High level System Requirement and Design Documents / Functional Requirement Document (FRD). ✓ Liaise with vendors, IT function and all other stakeholders / business functions to define Solution implementation roadmap and tracking on daily basis. Regular Stakeholder communication and Status reporting. ✓ Guide/Help the IT Development and Quality Assurance (QA) Team for clarification of business requirement queries in time bound manner. ✓ Work with QA and Development Team to prepare /review Requirement Traceability Matrix (RTM) and ensure timely completion of User Acceptance Test (UAT). ✓ Participate actively in Review Meetings with Business Operations, Risk and IT Stakeholders and act as a bridge between Business and IT Teams. ✓ Prepare the Standard Operating Procedure for end-users for different Risk systems in place. <p>b) Maintaining Existing system in Risk Management -</p> <ul style="list-style-type: none"> ✓ To review and identify gaps in various existing Risk management systems and recommend necessary changes for efficient risk management. ✓ Coordinating / liaise with vendors for modification / updation of systems. ✓ Carrying out User Acceptance Test (UAT) and other related functions to validate changes in the systems and coordinating with IT team for deploying the systems in live environment.

		<ul style="list-style-type: none"> ✓ Attending user level queries / issues pertaining to rating model usage / EWS alerts and providing resolution for the same. ✓ Carrying out backtesting of rating models and EWS alert system for effectiveness and periodic reporting to the Risk Committees. ✓ Conducting Rating Model validation, EWS alert validations etc. <p>c) MIS preparation / Reporting System-</p> <ul style="list-style-type: none"> ✓ Maintaining MIS of Rating migration, EWS alerts (criticality-wise) for reporting purposes. ✓ Preparation of Data analysis on various rating models, EWS systems for alert logics etc. ✓ Regular updation / maintenance of Rating model inventory and EWS alert logic library. <p>Any other related assignment / work concerning SIDBI from time to time.</p>
G	Eligibility Criteria : - As on November 01, 2023	
	i	Age limit
		The candidate should not be more than 30 years old.
	ii	Educational Qualification
		<p>1. Engineering Graduate/ Post-Graduate in related field such as Computer Science, IT, Electronics and Communications etc. OR MBA / PGDM OR MSc(Maths / Statistics / IT) OR MCA OR equivalent qualification from recognized University.</p> <p>2. Candidate must have hands-on experience in data analytics tools like Excel, Python, R, SQL, Power BI etc.</p> <p>3. Following additional qualifications shall be preferred.</p> <p>(d) MBA/PGDM in Finance / IT specialization from Indian/foreign recognized university;</p> <p>(e) Professional Certification such as FRM, PRM, CFA.</p> <p>(f) Knowledge of advanced statistical and quantitative modelling skills (linear regression, logistic regression, and other data mining /predictive modelling skills) etc.</p>
	iii	Experience
		<p>(As on November 01, 2023)</p> <p>1. Prior experience of minimum 2 years working in the BFSI domain as business analyst.</p> <p>2. Experience in Risk Management specifically in Credit Risk and rating / monitoring mechanisms in large banks in large banks / NBFCs / reputed tier 1 consulting organizations would be preferred.</p> <p>Note: Applications without relevant experience certificate would not be considered and Bank is not liable to communicate in this regard.</p>

General Terms & Conditions applicable to both posts -

H	Remuneration	<p>The remuneration would be at market linked compensation. The same shall not be a limiting factor for the right candidate and will be on case-to-case basis. The same shall not be a constraint for the suitable candidate.</p> <p>Apart from initial remuneration offered on Cost to Company (CTC) basis, there would be provision for Annual increment on CTC finalized initially, which shall be considered by the Bank based on the performance review from time to time.</p>
I	Transfer	The bank reserves the right to transfer the staff on contract to any of the offices of SIDBI or to depute to any of its associates/subsidiaries or any other organization depending upon the exigencies of service.
J	Other Terms & Conditions	
1.	Reservation	<ul style="list-style-type: none"> i. Reservations / Relaxations / Concessions would be given to SC/ ST/OBC/EWS/PwBD candidates, wherever applicable as per guidelines issued by the Government of India from time to time. ii. The eligible candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines. iii. Reservation for Person with Disability (PwBD) is horizontal within the overall vacancies for the post. iv. Candidate belonging to reserved category for whom no reservation has been mentioned, are free to apply for vacancies announced for unreserved category provided, they fulfil all the eligibility criteria applicable to unreserved category.
2.	Right to raise / modify the eligibility criteria	Important: The Bank reserves the right to raise/modify the eligibility criteria including educational qualification and minimum work experience in order to restrict the number of candidates to be called for Interview, commensurate with the number of posts.
3.	Selection Procedure	<p>Selection would be by way of shortlisting and Personal Interview to be held on a suitable date (<i>to be informed in due course</i>) before the Selection Committee. The Bank will undertake a preliminary screening of the applications for preparing, if necessary, to prepare a shortlist of eligible candidates to be called for interview. Thus, merely fulfilling the requirements laid down in the advertisement would not automatically entitle any candidate to be called for interview. The decision of the bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard.</p> <p>Merit List: Merit list for selection will be prepared in descending order on</p>

		<p>the basis of scores obtained in interview only. In case more than one candidate score the cut-off marks (common marks at cut-off point), such candidates will be ranked according to their age in descending order, in the merit.</p> <p>Wait List: SIDBI reserves the right to draw wait lists of candidates in different Grades and consider such wait listed candidate(s) for meeting actual requirement.</p>
<p>4. HOW TO APPLY</p>		<p>i. Duly filled in application (typed in English or Hindi), as per the format available on the Bank’s website with a recent passport size photograph pasted thereon and Curriculum Vitae, bearing full signature of the candidate across the same with date, should be sent / forwarded only through email at rimv@sidbi.in on or before November 24, 2023. While forwarding the respective applications, the subject line shall clearly indicate the following details only, viz. “Application for the post of <<Post Code>>, <<Name of the Post>> <<Candidate Name>>.”</p> <p>ii. Applications should be accompanied by self-attested copies of relevant certificate(s) / documents, in support of proof of identity, address, age, educational qualification (educational certificates/mark -sheets), work experience, caste certificate, wherever applicable, as mentioned in the application form.</p> <p>iii. An application not accompanied by photocopies/ scanned copies (in cases of applied online) of relevant certificate(s) / documents, or not in prescribed format or not signed by the candidate or incomplete in any respect or received after due date will not be entertained under any circumstances.</p> <p>iv. Handwritten Applications/ or Curriculum Vitae shall be summarily rejected.</p> <p>v. In case where the certificate of Educational Qualification does not specify the marks obtained in absolute percentage terms (i. e. in cases otherwise than in percentage) as well as the field of specialization, the candidate will have to produce a certificate from the concerned University / Institute / College specifically mentioning the marks converted into percentage equivalent, as well as the specialization acquired.</p> <p>vi. Bank reserves the right to cancel the engagement / recruitment process entirely or for any particular post at any stage.</p>
<p>5. Others</p>		<p>i. The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.</p> <p>ii. The candidate must be a citizen of India.</p> <p>iii. The number of vacancies including reserved vacancies, if any, mentioned above are provisional and may vary.</p>

- iv. The designations / name of the post mentioned above are only indicative. The Bank reserves the right to change the name of post / designation at any time without prior notice on the requirement of the Bank.
- v. Intimation/ call letter for interview will be sent by email or will be uploaded on Bank's website. **NO HARD COPY SHOULD BE FORWARDED.**
- vi. Candidates are advised to indicate a working e-mail ID and mobile phone no. in their application under this advertisement and maintain the same active for receiving communication viz. call letters/ Interview date advice etc. The indicated e-mail ID and mobile phone no. should not be changed during Interview process. The Bank takes no responsibility for any delay in receipt or loss of any communication.
- vii. The Interview shall take place online/offline to be decided by the Bank. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard.
- viii. Candidates serving in Govt./ Quasi Govt. offices, Public Sector undertakings including Nationalized Banks and Financial Institutions are advised to submit 'No Objection Certificate' from their employer at the time of interview, failing which their candidature may not be considered and travelling expenses, if any, otherwise admissible, will not be paid.
- ix. In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment.
- x. Candidates are advised that they should not furnish any particulars or information that are false, tampered/ fabricated or should not suppress any material information while applying for the post.
- xi. Appointments of selected candidates will be subject to his / her being declared medically fit by Bank Medical Officer, satisfactory report about his / her character and background verifications, satisfactory report from his / her previous employer and referees, verification of caste / tribe and class certificate and completion of all other pre recruitment formalities to the complete satisfaction of the Bank.
- xii. In case it is detected at any stage that a candidate does not fulfill any of the eligibility criteria for the post applied for and / or that he / she has furnished any incorrect information or has suppressed any material fact(s) or has resorted to Impersonating or procuring impersonation by any person; his / her candidature will stand cancelled forthwith. If any of these shortcomings is / are detected

		<p>even after the appointment, his/her services will be liable to be terminated forthwith.</p> <p>xiii. The applicant shall be liable for civil/ criminal consequences in case the information submitted in his/ her application are found to be false at a later stage.</p> <p>xiv. Decisions of the Bank in all matters regarding eligibility, shortlisting, conduct of interview, selection, calling for joining etc., would be final and binding on the applicants for the post s. No representation or correspondence will be entertained by the Bank in this regard. Canvassing in any form will lead to disqualification of candidature.</p>
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